

California Department of Human Resources
Bargaining Unit 13 (IUOE) - Budgetary Summary
3-Year Agreement
(Dollars in Thousands)

Rank and File		FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26			Total Budgetary		
Proposal	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
2.5% SSA at Max	7/1/22	\$1,722	\$713	\$2,434	\$1,722	\$713	\$2,434	\$1,722	\$713	\$2,434	\$1,722	\$713	\$2,434	\$6,887	\$2,850	\$9,738
4.0% SSA at Max	7/1/23				\$2,806	\$1,158	\$3,964	\$2,806	\$1,158	\$3,964	\$2,806	\$1,158	\$3,964	\$8,418	\$3,474	\$11,893
4.0% SSA at Max	7/1/24							\$2,889	\$1,187	\$4,077	\$2,889	\$1,187	\$4,077	\$5,779	\$2,375	\$8,154
80/80 Health Flat (2023, 2024, 2025)	12/1/22	\$212	\$104	\$315	\$681	\$333	\$1,014	\$1,433	\$702	\$2,134	\$1,808	\$885	\$2,693	\$4,133	\$2,024	\$6,157
	12/1/23															
	12/1/24															
Footwear Allowance Increase (\$82 to \$200)	7/1/22	\$83	\$41	\$124	\$83	\$41	\$124	\$83	\$41	\$124	\$83	\$41	\$124	\$333	\$164	\$497
Workforce Stability Stipend	1/1/23	\$446	\$218	\$664	\$891	\$436	\$1,328	\$446	\$218	\$664				\$1,782	\$873	\$2,655
	8/1/23															
	1/1/24															
	8/1/24															
Uniform Allowance Increase to \$670	7/1/22	\$148	\$9	\$157	\$148	\$9	\$157	\$148	\$9	\$157	\$148	\$9	\$157	\$590	\$37	\$628
OPEB Reduction (3.9% to 3.4%)	8/1/22	(\$225)	(\$102)	(\$328)	(\$246)	(\$112)	(\$357)	(\$246)	(\$112)	(\$357)	(\$246)	(\$112)	(\$357)	(\$963)	(\$437)	(\$1,400)
Subtotal Rank and File Costs		\$2,385	\$983	\$3,367	\$6,085	\$2,579	\$8,664	\$9,280	\$3,917	\$13,197	\$9,210	\$3,882	\$13,093	\$26,960	\$11,361	\$38,321
Non-Adds																
Transit Subsidy Changes 75% to 100%	8/1/22	\$18	\$9	\$26	\$19	\$9	\$29	\$19	\$9	\$29	\$19	\$9	\$29	\$76	\$37	\$113
Subtotal Non-Adds		\$18	\$9	\$26	\$19	\$9	\$29	\$19	\$9	\$29	\$19	\$9	\$29	\$76	\$37	\$113
Grand Total Rank and File Costs		\$2,402	\$991	\$3,394	\$6,104	\$2,589	\$8,693	\$9,300	\$3,926	\$13,226	\$9,229	\$3,892	\$13,121	\$27,035	\$11,398	\$38,434